

4-0204

02-56

1.
THIS BOOK DOES
NOT CIRCULATE

PREAMBLE

This Agreement entered into this day of , 1971., by and between the Board of Education of Rutherford, the Borough of Rutherford, New Jersey, hereinafter called the "Board", and the Rutherford Education Association, hereinafter called the "Association".

W I T N E S S E T H :

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of the Rutherford School District is their mutual aim and,

WHEREAS, the Board has an obligation, pursuant to Chapter 303, Public Laws of 1968, to negotiate with the Association as the representative of employees hereinafter designated with respect to the terms and conditions of employment and,

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement,

In consideration of the following mutual covenants, it is hereby agreed as follows:

M - K²

RECOGNITION

A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all certificated regularly employed personnel including:

1. All teachers in any category provided however, that the predominant duties of such teachers are not supervisory in nature. This shall include nurses, librarians, guidance counsellors, home-school counsellor, and the school psychologist. In addition to the foregoing, the Association is also recognized as the representative for dietician, custodians, maintenance men, matrons, school secretaries, secretaries in the Board of Education offices.

but excluding:

2. Principals, vice-principals, and any other certificated regularly employed personnel exercising supervisory functions.

B. Unless otherwise indicated, the term "teachers", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and reference to male teachers, shall include female teacher.

C. The decision of the New Jersey Public Employment Relations Commission concerning the inclusion or exclusion of coordinators in A 1 or A 2 shall be binding.

NEGOTIATIONS PROCEDURE

1. The parties agree to enter into collective negotiations pursuant to the provisions of Chapter 303, Public Laws of 1968, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of all employees for whom the Rutherford Education Association is authorized to negotiate. Such negotiations shall begin not later than November 1 of each calendar year. Any agreement so negotiated shall apply to all personnel for whom the Rutherford Education Association is authorized to negotiate, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board and approved by the membership of the Rutherford Education Association.
2. Either the Board or the Association, upon written request, shall convene a meeting for the purpose of conducting negotiations. The request for the meeting when made by either party (the Association or the Board), shall contain insofar as possible, a listing of all requests to be included in discussions to take place at the scheduled meeting. A 24 hour notice shall be given whenever practical.
3. Either side shall have the right to utilize the services of consultants in its deliberations.
4. The negotiating teams on each side shall consist of three members with the right being given to either side to have one roving member who shall participate in discussions in the absence of any one of the regularly designated members.
5. In the event either side proposes to have a consultant at any of the negotiating sessions, it shall notify the other side forty-eight (48) hours in advance and upon such notification the side so notified shall have the right, if it so elects, to have its own consultant present.
6. Whenever tentative agreement is reached upon any provision to become incorporated in a contract, the parties shall endeavor to have said agreement reduced to writing and subject to approval by counsel for either side to recommend that said writing be incorporated as a part of the final draft of the agreement to be entered into between the parties and approved.
7. Minutes of the negotiation sessions shall be approved by both the Association and Board negotiating committees, and signed by the chairman of each negotiating committee.

GRIEVANCE PROCEDUREDEFINITIONS

The term "grievance" means a complaint by any employee that, as to him, there has been an inequitable, improper, or unjust application, interpretation, or violation of a policy, agreement, or administrative decision affecting said employee.

The term "grievance" and the procedure relative thereto shall not be deemed applicable in the case of the failure or refusal of the Board to renew the contract of a non-tenure employee. Neither shall the grievance procedure be invoked by any individual claiming tenure under the provisions of R.S.18A:28-5 where charges have been brought against such individual pursuant to the provisions of the Tenure Employees Hearing Law, R.S.18A:6-10 et seq. In such cases the procedure to be followed shall be that set forth in R.S.18A:6-10 et seq.

In cases involving the withholding of increments pursuant to the provisions of R.S.18A:29-14, an individual affected by such action shall have the right to invoke the grievance procedure through the hearing before the Board. From the final determination by the Board the method of review shall be that set forth in R.S.18A:29-14.

The term "employee" shall mean any regularly employed individual receiving compensation from the Board but shall not include the Superintendent.

The term "representative" shall include any organization, agency, or person authorized or designated by any employee, or any group of employees, or by a public employees association or by the Board to act on its or their behalf and to represent it or them.

The term "immediate" superior shall mean the person to whom the aggrieved employee is directly responsible under the Table of Organization prevailing in this School District.

The term "party" means an aggrieved employee, his immediate superior, the school principal, or any staff member below the Superintendent who may be affected by the determination of the Superintendent in connection with the procedure herein established.

The term "day" shall mean a calendar day.

PROCEDURE

1. An aggrieved employee shall institute action under the provisions hereof within fourteen (14) days of the occurrence complained of, or within fourteen (14) days after he would reasonably be expected to know of its occurrence. Failure to act within said fourteen (14) day period, shall be deemed to constitute an abandonment of the grievance.
2. An employee processing a grievance, shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal.
3. In the presentation of a grievance, the employee shall have the right to present his own appeal or to designate a representative to appear with him at any step in his appeal. A minority organization shall not have the right to present or process a grievance.
4. Whenever the employee appears with a representative, the Board shall have the right to designate a representative to participate at any stage of the grievance procedure.
5. An employee shall first discuss his grievance orally with his immediate superior. Where the immediate superior is below the rank of principal, the principal shall be notified and shall have the right to be present at and to participate in said hearing. A written decision shall be rendered within five (5) days of said hearing.
6. If the grievance is not resolved to the employee's satisfaction, within five (5) days from the determination referred to in Paragraph 5 above, the employee shall submit his grievance to the Superintendent of Schools in writing, specifying:
 - (a) The nature of the grievance;
 - (b) The results of the previous discussion;
 - (c) The basis of his dissatisfaction with the determination.
7. A copy of the writing called for in Paragraph 6 above, shall be furnished to the school principal and to the immediate superior of the aggrieved employee.
8. Within ten (10) days from the receipt of the written grievance (unless a different period is mutually agreed upon), The Superintendent shall hold a hearing at which all parties in interest shall have the right to be heard.
9. Within ten (10) days of said hearing (unless a different period is mutually agreed upon), the Superintendent shall, in writing, advise the employee and his representative, if there be one, of his determination and shall forward a copy of said determination to the school principal and to the immediate superior of the aggrieved employee.
10. In the event of the failure of the Superintendent to act in accordance with the provisions of Paragraphs 8 and 9, or, in the event a determination by him in accordance with the provisions thereof, is deemed unsatisfactory by either party - the dissatisfied party, within ten (10) days of the failure of the Superintendent to act or within ten (10) days of the determination by him, may appeal to the Board of Education.

11. Where an appeal is taken to the Board, there shall be submitted by the appellant:

(a) The writing set forth in Paragraphs 6 and 9, and a further statement in writing setting forth the appellant's dissatisfaction with the Superintendent's action. A copy of said statement shall be furnished to the Superintendent and to the aggrieved party.

12. The appellant in his appeal to the Board shall have the right to appear unless he notifies the Board within seven (7) days that he does not so desire, in which event the Board may consider the appeal on the written record submitted to it, or the Board may on its own conduct a hearing; or it may request the submission of additional written material. Where additional written materials are requested by the Board, copies thereof, shall be served upon the aggrieved parties who shall have the right to reply thereto. Where the appellant requests in writing, a hearing before the Board, a hearing shall be held.

13. The Board shall make a determination within thirty (30) days from the receipt of the grievance and shall in writing notify the employee, his representative if there be one, the principal, and the Superintendent of its determination. This time period may be extended by mutual agreement of the parties.

14. In the event an employee is dissatisfied with the determination of the Board he shall have the right to request advisory arbitration pursuant to the rules and regulations established by the Public Employment Relations Commission under the provisions of Chapter 303, Laws of 1968.

A request for advisory arbitration shall be made no later than fifteen (15) days following the determination of the Board. Failure to file within said time shall constitute a bar to such arbitration unless the aggrieved employee and the Board shall mutually agree upon a longer time period within which to assert such a demand.

In the event of arbitration, the costs of the arbitrator's services shall be shared by the parties and each of the parties shall bear their own costs.

15. In the event a grievance shall be filed by a principal or by any employee who is not subject to the jurisdiction of any principal or who may be answerable to more than one principal, he shall discuss his grievance initially with the Superintendent and if dissatisfied, with the determination, may appeal to the Board in accordance with the provisions herein set forth.

16. In any case, where a grievance is based upon the direct order, ruling or determination of the Superintendent, the aggrieved employee may appeal directly to the Board within ten (10) days of the issuance of said order, ruling or directive, or within ten (10) days of the time when same have been brought to the employee's attention by filing with the Secretary of the Board, a writing setting forth,

- (a) The order, ruling or determination complained of;
- (b) The basis of the complaint;
- (c) A request for a hearing if a hearing is desired.

A copy of the writings set forth above shall be served upon the Superintendent who shall have the right to reply in writing thereto. A copy of such reply shall be served upon the aggrieved employee.

17. Upon receipt of a grievance filed under the provisions of Paragraph 16, the procedure shall be as set forth in Paragraphs 12 and 13.

18. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

19. All meetings and hearing under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this ARTICLE.

20. All employees shall be entitled to resort to the full procedure hereinabove set forth.

21. Whenever any teaching staff member is required to appear before the board of education or any committee or member thereof concerning any matter which could adversely affect the continuation of that teaching staff member in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a person of his own choosing present to advise and represent him during such meeting or interview.
(Chapter 451, Laws of 1968)

Teacher Assignment

1. All teachers shall be given written notice of their salary schedules. Tentative schedules and assignments shall be posted in each school by June 15th.
2. The Superintendent shall assign all newly-appointed personnel to their specific positions within their subject area for which the Board has appointed the teacher. The Superintendent shall give notice of assignments to new teachers as soon as possible.
3. Teachers shall not be assigned outside the scope of their teaching certificates and/or their major fields of study, except in case of emergency and with consent of the teacher affected. In making any assignments, the Board shall give due consideration to preference of teachers, length of service in the school system, and any claim of hardship by the teachers in connection with any assignments.
4. The final authority to determine assignments is the Board of Education acting through the Superintendent.

Teacher-Administration Liaison

The faculty in each school shall elect a liaison committee if either teachers or principal so request. The committee shall meet with the principal at least once a month. They will review and discuss local school problems and practices, revision or development of building policies, etc.

Teacher Evaluation

- A.
 1. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.
 2. The teacher's formal written evaluation shall be made only by persons certificated by the New Jersey State Board of Examiners to supervise instruction.
 3. A teacher shall be given a copy of any evaluation report prepared by his evaluators at least one (1) day before any conference to discuss it. No such report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.
- B.
 1. A teacher shall have the right upon request to review the contents of any evaluation contained therein. A teacher shall be entitled to have a representative accompany him during such review.
- C.
 1. Prior to any annual evaluation report, the immediate supervisor of a non-tenure teacher shall have had appropriate communication, including but not limited to all steps in Section 2 below, with said teacher regarding his performance as a teacher.
 2. Supervisory reports shall be presented to non-supervisory personnel by the principal or counterpart supervisor periodically in accordance with the following procedures:

C. 2 (Continued):

a. Such reports shall be issued in the name of the appropriate supervisor based on a compilation of reports of observations, and of discussions with any or all supervisory personnel who come into contact with the teacher in a supervisory capacity.

b. Such reports shall be addressed to the teacher.

c. Such reports shall be written in narrative form and shall include, when pertinent:

(1) Strengths of the teacher as evidenced during the period since the previous report.

(2) Weaknesses of the teacher as evidenced during the period since the previous report.

(3) Specific suggestions as to measures which the teacher might take to improve his performance in each of the areas wherein weaknesses have been indicated.

3. Any evaluation made of a non-tenure teacher shall not be subject to the Grievance Procedure and the willingness of the Board to permit discussion with reference to any such evaluation procedure shall not be deemed to constitute a waiver of the Board of its prerogatives relative to the employment and/or continued employment of such personnel. Nothing contained herein, however, shall be deemed to deny the right of a non-tenure teacher to file a grievance relative to the failure to follow the evaluation procedure, but the filing of such a grievance shall not be deemed to grant to said employee the right to file a further grievance after said procedure shall have been fully followed.

4. Such supervisory reports are to be provided for non-tenure teachers at least twice each year.

D. 1. In the event a teacher is not placed on the proper step of the salary guide, notice with reasons for such action shall be given teacher in writing by April 1st.

Promotions

A. Promotional positions are defined as follows:

Positions paying a salary differential and/or positions on the administrative supervisory levels of responsibility. All vacancies in promotional positions, including specialists and/or special project teachers, pupil personnel workers and positions in programs funded by the federal government shall be adequately publicized by the Superintendent in accordance with the following procedure:

1. When school is in session, a notice shall be posted in each school as far in advance as practicable. A copy of said notice shall be given to the Association at the time of posting. Teachers who desire to apply for such vacancies shall submit their applications in writing to the Superintendent within the time limit specified in the notice, and the Superintendent shall acknowledge promptly in writing the receipt of all such applications. Applications shall be kept in the Superintendent's office for a period of one year from date of filing.

2. Teachers who desire to apply for a promotional position which may be filled during the summer period when school is not regularly in session shall submit their names to the Superintendent, together with the position (s) for which they desire to apply, and an address where they can be reached during the summer. The Superintendent shall notify such teachers of any vacancy in a position for which they desire to apply. Such notice shall be sent as far in advance as practicable, in addition, the Superintendent shall post a list of promotional positions to be filled during the summer in each school, and a copy of said notice shall be given to the Association.

B. In both situations set forth in Section A above, the qualifications for the position, its duties, and the rate of compensation, shall be clearly set forth.

C. A list of appointments shall be given to the Association indicating which positions have been filled and by whom.

D. In no event shall anyone seeking consideration to fill a promotional vacancy be considered if the vacancy in question requires a specific certificate and the applicant does not possess such a certificate.

E. The Board is willing to consider applications from the staff for any vacancies in promotional positions, the willingness of the Board to consider applications by the staff shall not be deemed to limit the absolute right of the Board to make the final determination as to who shall be promoted and, if in the sole and unlimited discretion of the Board the position in question can best be filled by an individual outside of the system, the Board shall have the right to fill such position with such individual and the action of the Board in such a determination shall not be subject to review under the Grievance Procedure.

Involuntary Transfers and Reassignments

A. Notice of an involuntary transfer or reassignment shall be given to teachers as soon as practicable.

B. An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the immediate superior, at which time the teacher shall be notified of the reason therefor. In the event that a teacher objects to the transfer or reassignment at this meeting, upon the request of the teacher, the Superintendent shall meet with him. The teacher may, at his option, have an Association representative at such meeting. In connection with any involuntary transfer or reassignment, the Board will give due consideration to the desires of the teacher in connection with such transfer or reassignment.

C. Regardless of any meeting which may occur relative to an involuntary transfer or reassignment, the decision of the Board acting through the Superintendent shall in all cases be final and binding so long as the transfer or reassignment is to a position which the teacher in question is certified to teach.

Voluntary Transfers and Reassignments

A. The Association shall formally submit to the Superintendent by the end of December a list of teachers interested in transfers, including type of position desired.

B. In the determination of request for voluntary reassignment and/or transfer, the wishes of the individual teacher shall be honored to the extent that the transfer does not conflict with the instructional requirements and best interest of the school system.

Specialists

When special teachers enter elementary classroom the regular teacher shall be free to leave the room in order to utilize this time for professional development.

First year teachers must remain in order to achieve an effective correlation in the presentation of materials. Classroom teachers may elect to remain or specialists may, with the principal's approval, request the presence of the teacher during the lesson.

Teacher Working Conditions

A. The notice of an agenda for any faculty building meetings shall be given to the teachers prior to meetings, except in an emergency. The teachers shall have the opportunity to suggest items for the agenda at such meetings.

B. Teachers may leave the buildings without requesting permission during their scheduled duty-free lunch periods. Any teacher leaving during such period shall sign out.

School Calendar

In determining the school calendar the Board through the Superintendent will hold discussions and seek suggestions from the Association. Final approval of the school calendar rests with the Board.

ARTICLE II

Association Rights and Privileges:

- A. The Board agrees to furnish to the Association in response to reasonable requests from time to time pertinent information concerning the financial resources of the school district. This is to include one copy of the annual audit and current school budget. At the beginning of each school year the Association shall be supplied with the names and addresses of all unit members.
- B. Whenever any representative of the Association or any employee under this contract participates during working hours in negotiations, grievance proceedings, conferences, or meetings called by the board and/or its representative, he shall suffer no loss of pay.
- C. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings when school is not in session and facilities are available. The requests for said use shall be cleared with the Superintendent. The Association shall have the right to call at least six meetings per year at 3:30 p.m., giving advance notice to the Superintendent.
- D. The Association shall have in each school building a bulletin board in each faculty lounge.

ARTICLE III.

TEACHING HOURS AND TEACHING LOAD

It is the agreement of both parties that concern for students is our primary concern, and therefore the length of the school day or week cannot end with the dismissal bell or a fixed number of hours and minutes. Professional educators are expected to devote to their assignments the time necessary to meet their responsibilities.

As professional educators, teachers must concern themselves with such factors as the age level of students, their attention span, etc. It is also realized that teachers spend a great deal of time in professional activities outside the customary school day. Accordingly, it is therefore realized that a scheduled number of hours per week is not the full extent of a teachers' responsibility.

Teachers shall indicate their presence or absence in the building in the appropriate manner as set forth by the building principal.

1. The total in-school hours per week for secondary school teachers will be 35 hours inclusive of lunch.

The in-school work week for elementary teachers will be 36 hours inclusive of lunch.

2. Under the present junior high schedule, no teacher shall be assigned more than 5 teaching classes per day.

Under the present senior high schedule, no teacher shall be assigned more than 6 teaching periods per day.

For the purposes of this agreement, a study shall be considered a teaching period.

3. Whenever an emergency arises necessitating the coverage of classes, the principal may ask for this coverage among the faculty. The Association reserves the right to call to the attention of the building principal any abuses that may occur.

4. Participation in clubs and related activities, either during or after the normal school day, shall be considered a part of the teacher's professional obligations.

5. Teachers shall be expected to remain one day per week, preferably Monday, beyond the normal school day in order to attend administrative, departmental, or R.E.A. meetings. As has been the custom, meetings may be called for curriculum or in-service training. These meetings may extend beyond the normal school day.

6. An Association representative may speak to teachers at any building faculty meeting for a period of up to 10 minutes on request of the representative.

ARTICLE IVWorking ConditionsCustodians, Maintenance Men and Matrons.

Qualifications shall be the primary prerequisite for all job openings and when qualifications of candidate are considered equal the selection will be based on seniority. Notification of openings shall be forwarded to the president and secretary of the R.E.A.

A. Notice of an involuntary transfer or reassignment shall be given to staff as soon as practicable.

B. An involuntary transfer or reassignment shall be made only after a meeting between the staff person involved and the immediate superior, at which time the staff person shall be notified of the reason therefor. In the event that a staff person objects to the transfer or reassignment at this meeting, upon the request of the staff person, the Superintendent shall meet with him. The staff person may, at his option, have an Association representative at such meeting. In connection with any involuntary transfer or reassignment, the Board will give due consideration to the desires of the staff person in connection with such transfer or reassignment.

C. Regardless of any meeting which may occur relative to an involuntary transfer or reassignment, the decision of the Board acting through the Superintendent shall in all cases be final and binding so long as the transfer or reassignment is to a position which the staff person in question is qualified.

D. Custodians, maintenance men and matrons will be supplied with two uniforms per year. The employee will be responsible for the laundering of the uniforms.

E. The Board will pay for the boiler licenses of custodians and maintenance men.

F. When a custodian is recalled for overtime there will be a minimum of two hours overtime work.

G. Should custodians be called in early, i.e., before the normal school day, they will be compensated for one and one-half times the normal rate, provided:

- (1) The call-in was done by authorized personnel designated by the Superintendent.
- (2) The custodian completes a normal work day after having been called in early.
- (3) The early call-in shall only pertain to snow removal or going for food for the cafeteria.

CUSTODIAN - MAINTENANCE - MATRON EVALUATION

All observations of the work performances of personnel shall be conducted openly and with full knowledge of the observed.

The employee shall be given a copy of any evaluation report at least one (1) day before any conference to discuss it.

The employee who has performed in an unsatisfactory manner will be advised promptly and given a verbal evaluation.

Second and further offenses will be discussed with employee and his representative and a written report issued and filed.

Disciplinary action may be taken if necessary. Any evaluation of a custodian-maintenance-matron person shall include specific suggestions as to measures which might be taken to improve his performance in each of the areas wherein weaknesses have been indicated.

RUTHERFORD PUBLIC SCHOOLS
TEACHERS' SALARY GUIDE
1971 - 1972

Step	Index	B.A.	B.A. + 15	Index	*	B.A. + 30	B.A. + 45	Index	B.A. + 60
		4 year			5 year	or			5 yr. + 30 6 year
1	1.00	8,200.	8,610.	1.10	9,020.	9,430.	1.20	9,840.	
2	1.05	8,610.	9,020.	1.15	9,430.	9,840.	1.25	10,250.	
3	1.10	9,020.	9,430.	1.20	9,840.	10,250.	1.30	10,660.	
4	1.15	9,430.	9,840.	1.25	10,250.	10,660.	1.35	11,070.	
5	1.20	9,840.	10,250.	1.30	10,660.	11,070.	1.40	11,480.	
6	1.25	10,250.	10,660.	1.35	11,070.	11,480.	1.45	11,890.	
7	1.30	10,660.	11,070.	1.40	11,480.	11,890.	1.50	12,300.	
8	1.35	11,070.	11,480.	1.45	11,890.	12,300.	1.55	12,710.	
9	1.40	11,480.	11,890.	1.50	12,300.	12,710.	1.60	13,120.	
10	1.45	11,890.	12,300.	1.55	12,710.	13,120.	1.65	13,530.	
11	1.50	12,300.	12,710.	1.60	13,120.	13,530.	1.70	13,940.	
12	1.55	12,710.	13,120.	1.65	13,530.	13,940.	1.75	14,350.	
13	1.60	13,120.	13,530.	1.70	13,940.	14,350.	1.80	14,760.	
14	1.65	13,530.	13,940.	1.75	14,350.	14,760.	1.85	15,170.	
15				1.80	14,760.	15,170.	1.90	15,580.	
16							1.95	15,990.	

* Earned M.A. degree will receive \$200.00 above his step on guide.

After 20 years of service in Rutherford School System to receive an additional \$300.00.

SALARY GUIDESECRETARIES1971 - 1972

Step	Index	<u>Associate Secretary</u>			<u>Secretary</u>			<u>Administrative Secretary</u>
		<u>10 mo.</u>	<u>11 mo.</u>	<u>12 mo.</u>	<u>10 mo.</u>	<u>11 mo.</u>	<u>12 mo.</u>	<u>12 mo.</u>
1	1.00	4,082.	4,490.	4,898.	4,549.	5,004.	5,458.	6,707.
2	1.05	4,286.	4,714.	5,143.	4,776.	5,254.	5,731.	7,042.
3	1.10	4,490.	4,938.	5,388.	5,003.	5,504.	6,004.	7,377.
4	1.15	4,694.	5,162.	5,633.	5,230.	5,754.	6,277.	7,712.
5	1.20	4,898.	5,386.	5,878.	5,457.	6,004.	6,550.	8,047.
6	1.25	5,102.	5,610.	6,123.	5,684.	6,254.	6,823.	8,382.
7	1.30	5,306.	5,834.	6,368.	5,911.	6,504.	7,096.	
8	1.35	5,510.	6,058.	6,613.	6,138.	6,754.	7,369.	
9	1.40	5,714.	6,282.	6,858.	6,365.	7,004.	7,642.	

After 20 years service in Rutherford School System to receive an additional \$300.00.

MAINTENANCE - CUSTODIANS - MATRONSSALARY GUIDE1971-72

<u>Step</u>	<u>Maintenance</u>	<u>Custodian Day (a)</u>	<u>Premium for Second Shift 8% (b)</u>	<u>Premium for Third Shift 10% (c)</u>	<u>Matrons</u>
1	7,992.00	6,912.00	7,464.00	7,603.00	4,536.00
2	8,208.00	7,128.00	7,698.00	7,840.00	4,752.00
3	8,424.00	7,344.00	7,931.00	8,078.00	4,968.00
4	8,640.00	7,560.00	8,164.00	8,316.00	5,184.00
5	8,856.00	7,776.00	8,398.00	8,553.00	5,400.00
6	9,072.00	7,992.00	8,631.00	8,791.00	

* No person in the employment of the Board of Education as of June 1, 1970 will at any time in the future be transferred involuntarily to evening shift.

After 20 years in Rutherford School System to receive an additional \$300.00.

(a) 6 to 3 at the Senior High with 2 men
 7 to 4 at the Junior High with 2 men
 7 to 4 at the Elementary with 1 man
 8 to 5 at the Elementary with 1 man

1 Hour Lunch

(b) 11:30 to 8 at all schools with one-half hour for lunch (Senior, Junior
 (Pierrepont &
 (Union Schools

(c) 3 to 11:00 P.M. Man to eat on the job.

N.B. Lincoln, Sylvan and Washington are not included in the above.

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Head Maintenance	\$900.00
Head Custodian - Senior High	700.00
Head Custodian - Junior High	700.00
Head Custodian - Union	600.00
Head Custodian - Pierrepont	600.00
Lincoln	300.00
Sylvan	300.00
Washington	300.00

SALARY GUIDENURSES1971-1972Step

1	5,724.
2	6,048.
3	6,372.
4	6,696.
5	7,020.
6	7,344.
7	7,668.
8	8,046.
9	8,424.
10	8,802.
11	9,180.
12	9,569.

After 20 years service in Rutherford School System to receive an additional
\$300.00

Dietician \$9,500.00

After 20 years service in Rutherford School System to receive an additional
\$300.00

SALARY GUIDEGUIDANCE1971-72

Guidance Counselors will work two weeks in addition to the classroom teachers' work schedule, at times approved by the principal. This will allow for consolidating student records and summary reports at the end of the school year, for issuing transcripts with recommendations through the summer, for advising with and scheduling new students who enroll during the summer and for checking and making needed changes in schedules of continuing students during the summer.

The index for guidance counselors who agree to the above program will be:

First year as counselor	-	1.03	times proper step on the teacher's salary guide
Second year as counselor	-	1.04	"
Thereafter	-	1.05	"

School psychologist will work two weeks in addition to the classroom teacher's work schedule, at times approved by the Superintendent at a ratio of 1.10.

ACTING DEPARTMENT CHAIRMEN

Acting Department Chairmen shall furnish leadership and coordination in curriculum and materials of instruction. They shall not be responsible for supervision of personnel. The teaching load will be that of a regular teacher except that, when feasible, the total load will be lightened through the dropping of some study hall assignments or similar responsibility.

Acting Department Chairmen will be appointed in the following areas:

<u>Subject Area</u>	<u>Stipend</u>
Senior High Business Education	\$200.00
Junior High Social Studies	200.00
Junior High English	200.00
Junior High Mathematics	200.00
Junior High Science	200.00
Senior-Junior High Foreign Languages	200.00
Senior-Junior High Fine Arts	100.00
Senior-Junior Industrial Arts	100.00
Senior-Junior Home Economics	100.00

STUDENT BODY ACTIVITIES

Athletics

Athletic Director	1,325.
Football Head	1,275.
Assistant	750.
Basketball Head	1,000.
Assistant	640.
Assistant	640.
Baseball Head	900.
Assistant	640.
Assistant	640.
Soccer Head	900.
Assistant	640.
Assistant	640.
Track Head - winter & Spring	1,000.
Assistant	640.
Assistant	640.
Wrestling Head	900.
Assistant	640.
Tennis Head	640.

ActivitiesSenior High

2 Class Sponsors - 12th - @ 225.	450.
2 Class Sponsors - 11th - @ 175.	350.
2 Class Sponsors - 10th - @ 125.	250.
2 Intramural @ 325.	650.
Senior Play	350.
Music (if a musical)	275.
Stage crews director	275.
Audio Visual	425.
Yearbook Head	425.
Art	275.
Business	225.
Newspaper	325.
Masquers Club (dramatics)	350.
Forensic	375.
G.O. Collector	425.
Student Council	325.
Cheerleaders 2 @ 300.	600.
Band Director	425.

Junior High

Audio Visual	275.
Stage crew director	125.
Dramatics	275.
G.O. Collector	125.
4 Intramural @ 325.	1,300.
Student Council	275.
Newspaper	275.
Cheerleaders	300.

Elementary

Band (aid in H.S. band)	275.
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ARTICLE VIHEALTH BENEFITS PROGRAM

All personnel shall be entitled to full coverage Blue Cross/Blue Shield, Major Medical and Ridge J, with the Board assuming the cost. In addition, the Board shall pay the entire cost of the family plan if the individual member so elects.

GENERAL:

Except as this Agreement shall hereinafter or otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the terms of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce nor otherwise detract from any employee benefit existing prior to its effective date.

This Agreement shall become effective as of July 1, 1971 and shall continue in effect until June 30, 1973 with the exception of Article V dealing with all salaries, and extra pay for extra services, which Article shall be subject to renegotiation during the contract year beginning July 1, 1972 and running to June 30, 1973.

APPROVED:

APPROVED:

President, Rutherford Education
Association

President, Rutherford Board of
Education

Secretary, Rutherford Education
Association

Secretary, Rutherford Board of
Education

Date of Approval

Date of Approval